

# SUMMARY FORM

## COLLECTIVE BARGAINING AGREEMENT PUBLIC SECTOR / NON-POLICE & NON-FIRE

### Section I: Agreement Details

Public Employer: FRANKLIN LAKES B.O.E. County: BERGEN  
Employee Organization: FR. LKS. ADMINISTRATORS ASSO.C. Employees in Unit: 7  
Base Year Contract Term: ENDING 6-30-13 New Contract Term: 7-1-2013 THRU 6-30-2016  
Type of Settlement: ☐ Mediated Settlement ☐ Fact-Finder Recommendation ☒ Voluntary Settlement ☐ Super Conciliation

		Column A Base Year - Total Costs (Last Year of Previous agreement)	Column B New Base Year - Total Costs (First Year of Successor agreement)
Section II: Economic			
Item 1 .....	Salary	<u>856,246</u>	<u>871,230</u>
Item 2 .....	Increment	<u>      </u>	<u>      </u>
Item 3 .....	Longevity	<u>      </u>	<u>      </u>
Item 4 .....			
Item 5 .....			
Item 6 .....			
Item 7 .....			
Item 8 .....			
Item 9 .....			
Item 10 .....			
Item 11 .....			
Item 12 .....			
Any additional items list on separate sheet Additional Items			
Section III: Totals - Sum of costs in each column		<u>856,246</u> (Total)	<u>871,230</u> (Total)

### Section IV: Analysis of new successor agreement

#### NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement)

856,246

Effective Date (m/d/yyyy)

7-1-13

7-1-14

7-1-15

Percent Increase

1.75

1.75

1.75

Total cost of increase ..

14,984

15,247

15,513

Total base salary (successor agreement)

871,230

886,477

901,998

### Section V: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement)

1.75

Dollar Impact (average per year over term of agreement)

15,248

### Section VI

Health Insurance (Indicate costs associated on each line)

YEAR 2 OF STATE LAW

Cost of Health Plan .....

Employee Contributions .....

Prescription .....

Dental .....

Vision .....

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

### Section VII

Prepared by:

MICHAEL DOLOKAS

Print Name

Michael Dolokas

Signature

Title:

BUSINESS ADMIN.

Date:

7-26-13

## Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 7-1-13 thru 6-30-16.

Employer: Franklin Lakes BoE

County: Bergen

Date: 7-24-13

Name: Michael J. Solokas  
Print Name

Title: Business Adm/Board Secretary  
Michael J. Solokas  
Signature

**AGREEMENT**  
**REGARDING THE TERMS AND CONDITIONS**  
**OF EMPLOYMENT**  
**BETWEEN**  
**THE BOARD OF EDUCATION**  
**AND THE**  
**FRANKLIN LAKES ADMINISTRATORS ASSOCIATION**  
**OF**  
**FRANKLIN LAKES, NEW JERSEY**

**Effective July 1, 2013**

**Through June 30, 2016**

## **PREAMBLE**

This Agreement entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2013 by and between the BOARD OF EDUCATION OF FRANKLIN LAKES hereafter called the “Board” and the FRANKLIN LAKES SCHOOL ADMINISTRATORS ASSOCIATION hereafter called “The Association” represents the complete and final understanding of all bargainable issues between the Board and the Association for the term of this Agreement.

## **ARTICLE I**

### **RECOGNITION**

- A. The Board hereby recognizes the Association, during the lifetime of this Agreement, as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all administrative personnel who comprise the unit hereunder as follows:
  - 1. Middle School Principal
  - 2. Elementary School Principals
  - 3. Supervisor of Special Services
  - 4. Middle School Assistant Principal (10 months 20 additional days for summer (at per diem rate) subject to annual Board approval.)
- B. The term “Administrators” when used hereinafter in this Agreement shall refer to all professional employees represented by the Association in the negotiating unit as above defined.
- C. All other individuals employed by the Board not specifically enumerated above are excluded from the negotiations unit.

## **ARTICLE II**

### **NEGOTIATIONS PROCEDURES**

#### **A.**

1. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 303, Public Laws of 1968, (updated, 1987) in a good faith effort to reach an agreement on all matters concerning the terms and conditions of employment for all personnel in the negotiations unit for whom the Association is authorized to negotiate in accordance with Article I, "Recognition" of this Agreement. Any Agreement so negotiated shall be applicable to the aforementioned personnel, shall be reduced to writing, shall be adopted by appropriate resolution of the Board and shall be signed by the Board and the Association. The signature of the Association on the contract shall be pursuant to ratification received from the membership and the Board reserves the right to request proof of ratification of the membership before appending its signature to any agreement.
2. The Franklin Lakes School Administrators Association shall submit its total contract proposals to the Board of Education not later than December 1 of the calendar year preceding the calendar year in which this Agreement expires and such submission of proposals shall constitute the opening of formal negotiations.
3. The Board reserves the right to present proposals of its own as well as counterproposals to those presented by the Association. Such proposals shall be presented to the Association in writing.

### **ARTICLE III**

#### **ASSOCIATION RIGHTS AND RESPONSIBILITIES**

- A. No person covered under this Agreement shall engage in Association activities and meetings during the time that he is assigned to duty except as requested or approved by the Superintendent of Schools.
- B. The Association recognizes its obligation to represent equally all members of the Negotiations Unit, without regard to membership, participation or association with any activities of the Association.
- C. The Association shall be responsible for acquainting its members with Agreement and shall urge adherence to its provisions.
- D. Nothing contained herein shall be construed to deny or restrict to any administrator such rights as he may have under New Jersey School Laws or otherwise applicable laws and regulations. The rights granted to administrators hereunder shall be deemed to be in addition to those provided elsewhere.

**ARTICLE IV**  
**ADMINISTRATORS' RIGHTS AND RESPONSIBILITIES**

- A. Administrators shall be directly responsible to the Superintendent of Schools.
- B. It is the responsibility of each administrator to carry out administrative directions regarding Board policies and administrative regulations, subject to the understanding that the grievance procedure shall be available under the terms specified in Article VI, if it is felt any such directive or policy is in conflict with the express terms of this agreement.
- C. Whenever any administrator is required to appear before the Superintendent or his designee, the Board or any committee, representative or agent thereof concerning the continuation of that administrator in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reason for such meeting or interview and shall be entitled to have a representative present to advise him and represent him during such meeting or interview.
- D. Board members should refrain from criticisms of an Administrator(s) at public gatherings.
- E. Administrators covered by this Agreement shall provide the Board of Education with notice of at least sixty (60) calendar days notice prior to the effective date of any resignation. Administrators planning retirement shall notify the Board six months prior to his/her effective date of retirement.



**ARTICLE V**  
**BOARD RIGHTS AND RESPONSIBILITIES**

The Board, on its own behalf and on behalf of the citizens of the Borough of Franklin Lakes, Bergen County, New Jersey, hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and the Constitution of the State of New Jersey, and of the United States.

## ARTICLE VI

### GRIEVANCE PROCEDURE

#### A. Definitions

1. A “grievance” is a claim by an administrator or the Association based upon the interpretation, application, or violation of this Agreement, or any term/condition of employment adversely affecting an Administrator or a group of Administrators.
2. An “aggrieved person” is the person or persons making the claim.
3. A “party in interest” is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

#### B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the welfare or terms and conditions or employment of administrators. Both parties agree that these proceedings will be kept informal and confidential as may be appropriate at any level of the procedure.

#### C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
2. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
3. Any individual member of the Administrators’ association shall have the right to appeal the application of policies and administrative decisions affecting him through recognized administrative channels.

4. In presenting his personal professional grievances, the member of the staff shall be assured freedom from prejudicial action in presenting his appeal.
5. He shall have the right to present his own appeal or to designate representatives of the local organization or another person of his own choosing to appear with him or for him at any step in his appeal.

D. Step 1 – Superintendent

Any professional employee who has a grievance shall appeal in writing to his immediate superior and, if within five (5) school days the answer is unsatisfactory or there is no answer to continue the appeal to the next step.

Step 2 – Board of Education

The aggrieved may within five (5) school days after the decision of the Superintendent or fifteen (15) school days after the grievance was delivered to the Superintendent, whichever is sooner, submit his grievance in writing to the Board of Education. The Board shall within a period of thirty (30) days arrange a hearing at a mutually acceptable time and place.

Step 3 – Arbitration

In the event that the determination of the Board shall be deemed unsatisfactory by the Administrators' Association:

- (a) If either the Association or the Board feel that the issue might be resolved through mediation, the parties shall procure the services of a mediator, at shared expense, from the Public Employment Relations Commission.
- (b) If neither the Association nor the Board seek mediation, or mediation does not resolve the matter, and the matter is an "arbitrable grievance", the Association may refer the matter to binding arbitration in accordance with the Rules and Procedures of the Public Employment Relations Commission.
- (c) Binding arbitration under this article shall apply only to administrative decisions which contravene or misapply Board policy or the provisions of this agreement, and to any other misinterpretation, misapplication or violation of Board policy or this agreement, and no grievance shall be

arbitrable that involves voluntary or involuntary transfers and reassignments, the non-

- (d) Renewal of non-tenured administrators, or any matter for which a method of review is provided in the Division of Controversies and Disputes under the Commissioner of Education.

- E. Any grievance not presented in writing within thirty (30) days after the grievant knew or should have known of the event or events upon which the claim is based, shall conclusively be deemed waived by the grievant or grievants.

**ARTICLE VII**  
**SICK LEAVE**

- A. Accumulated sick leave with pay will be allowed for the administrative staff. Sick leave will consist of fourteen (14) sick days for each year of employment. "In the event of a prolonged illness substantiated by a doctor's certificate, the Board of Education will provide additional sick days for a period of one (1) calendar month after the accumulated sick leave has been expended, with no deduction from salary. In this latter instance, the cost of the substitute or the estimated cost of the substitute shall be deducted from each additional sick day granted. A day's salary is defined as 1/240<sup>th</sup> of the annual salary. The Board of Education reserves the right to have a second medical opinion. If a third opinion is necessary, a doctor mutually acceptable to the administrator and Board will be selected. The cost of the second opinion will be borne by the Board. The cost of the third medical opinion will be mutually shared between the administrator and Board."

The Board and the Association are agreed that the above is an acceptable alternative to a Sick Day Bank and will be continued until such time as the Board and the Association may wish to consider a Sick Day Bank plan for extended illness.

- B. All sick days in excess of the first 150 days shall be vested to the FLAA Administrator's estates without limitation. These days would vest at a value of \$50 per day and would not be carried forward beyond the last day of full-time employment.

In the event of death of any Administrator while employed by the Board of Education, any benefits accrued to such Administrator shall be paid in full to his/her estate.

- C. Compensation for accumulated sick days at the rate of \$50.00 per day up to a maximum of 200 days for a maximum of \$10,000 will be granted at the time of an Administrators' retirement. (Retirement Service as defined in the Teachers' Pension Plan.) Administrators must provide six months notice prior to retirement in order to receive this benefit.

**ARTICLE VIII**  
**TEMPORARY LEAVE OF ABSENCE**

**A. FAMILY LEAVE**

In addition to sick leave, a maximum of two (2) days per year will be allowed in cases of illness to a husband, wife or child. This is not accumulative. Administrators must notify the Superintendent of Schools of their absence.

In the case of death in the immediate family, defined as husband, wife, father, mother, child, sister, brother, grandmother, grandfather, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, any employee may be granted not more than three (3) days of absence with full pay, these days not to be deducted from the fourteen (14) days allowable for an illness or accident. In the case of a relative of the second degree, such as uncle, aunt, niece, nephew, cousin, leave of absence of one (1) day may be allowed, this not to be deducted from the fourteen (14) days allowed for illness or accident.

**B. PERSONAL ABSENCE**

Administrators shall be allowed up to three personal days without reason with pay for the discharge of important personal matters, family business, legal or household matters, or other personal emergencies that cannot be handled during non-school hours. Personal days must be approved by the Superintendent of Schools. Application shall be made at least seven (7) days before taking such personal leave (except) in the case of extreme emergencies. Absence for personal reasons beyond three days of any such leave must be approved by the Superintendent of Schools. The full amount of salary will be deducted for all days beyond the three days of leave. Among the reasons which may be considered for a day of personal absence with pay are:

1. Closing title on property
2. Moving day
3. Court appearance
4. Appearance at Governmental agencies
5. Entering offspring in college

6. Attending offspring graduation
7. Attending wedding of a member of immediate family
8. Marriage
9. Reading of a will
10. Attendance at a ceremony (including a graduation ceremony) at which a member of the family will be the recipient of some distinctive award or honorary degree or will be sworn into high office
11. Official Association business to be conducted by the Association President

An Administrator may be accorded a day of absence with pay for any of those reasons listed, but not for each of them. The intent of this agreement is to satisfy situations of an emergency or unique nature.

## **ARTICLE IX**

### **EXTENDED LEAVE OF ABSENCE**

The Board of Education may grant extended leaves of absence without pay for reasons which the Board may judge to be worthy of consideration. An example which might be considered worthy would be election or appointment to an executive position with the American Association of School Administrators.

The Board will have sole authority to grant or reject requests for extended leaves. Requests must be submitted to the Board, in writing, no less than ninety (90) days prior to the start of such leave.

Rejection of requests for extended leaves will not be grievable.



## **ARTICLE X**

### **INSURANCE PROTECTION**

- A. The Board of Education of Franklin Lakes agrees to provide health benefits for the Administrators and their eligible dependents as described in the effective Contract Agreement (or any revised, renewed or replacement Contract Agreement) between the Board and the New Jersey School Employees Health Benefits Program or another plan offering substantially equivalent benefits.

The Administrators' contributions toward the premium cost of health insurance shall be in accordance with N.J.S.A. 18A:16-17 and 17.1 and C h. 78, P.L. 2011, as may be amended during the term of this Agreement, which shall be deducted from the Administrators' salaries and paid, in equal installments, in accordance with the payroll schedule for all other professional staff.

- B. The Board of Education will provide to each Administrator the full benefits of the Dental Plan as provided by the Delta Dental Service Plan, Inc. (Same benefits as teachers)
- C. The Board of Education will provide to each Administrator the full benefits of the Prescription Plan. (Same benefits as teachers)

## ARTICLE XI

### COMPENSATION PLAN

**July 1, 2013 through June 30, 2016**

2013/14	John Caliso	\$187,519
	Helen Attenello	\$168,892
	Joseph Keiser	\$136,742
	Eva Prunk	\$130,819
	Kristine Cecere	\$127,259
	Christine Gagliardo	\$127,259
	Jaclyn Bajzath	\$122,997
2014/15	John Caliso	\$190,060
	Joseph Keiser	\$139,283
	Eva Prunk	\$133,360
	Christine Gagliardo	\$129,800
	Kristen Cecere	\$129,800
	Jaclyn Bajzath	\$125,538
2015/16	John Caliso	\$192,646
	Joseph Keiser	\$141,689
	Eva Prunk	\$135,946
	Christine Gagliardo	\$132,386
	Kristen Cecere	\$132,386
	Jaclyn Bajzath	\$128,124

#### A. LONGEVITY

For those Administrators who are members of the FLAA as of January 1, 2010 or have been employed as an Administrator by the district for 5 or more years, the prorated longevity payment will be \$3,000 per annum, which is included in their base salaries set forth above and shall be paid in accordance with the payment schedule in effect for all other compensation payable under Article XI.

## **ARTICLE XII**

### **PROFESSIONAL IMPROVEMENT**

The Board of Education will continue implementation of the following policy:

1. The Board will reimburse up to a maximum of \$5,000 per individual per year, subject to an overall annual maximum of \$8,500 for all FLAA members. Reimbursement shall be made after the school year has been completed, and in the event that the total amounts sought exceed the annual maximum of \$8,500, each Administrator's reimbursement amounts shall be pro-rated. At the end of the school year what remains in the pool will be distributed subject to a maximum of \$1,000 additional per course per year of the tuition cost plus the cost of required books to administrators who voluntarily engage in and satisfactorily complete educational courses beneficial to the school system (these funds shall still be subject to the per-Administrator maximum of \$5,000 per year).
  - a. Selected courses, or degree programs must relate to an administrator's present position or to a reasonably predictable future assignment which may be requested of an administrator by the Board.
  - b. To be eligible for reimbursement an administrator will be required to obtain approval in writing prior to the start of a course from the Superintendent of Schools. On or before May 15 of each year, Administrators shall declare their intention to take a course in a subsequent year.
  - c. Reimbursement will be made after satisfactory proof of completion of the course is furnished by the Administrator to the Board. Satisfactory completion is a "B" or better as a grade for the course.
  - d. Administrators must remain on the Franklin Lakes Staff a minimum of two (2) school years following course completion. In the event an Administrator resigns from a position during the two (2) school years following the year in which courses were reimbursed, the Administrator will repay the Board the amount reimbursed for the course in full within thirty (30) days of resignation. If the Board is forced to resort to legal action to recover repayment, the Administrator shall be required to reimburse the Board for its attorneys' fees incurred in prosecuting the action.

2. The Board will pay the full cost of tuition and other instructional expenses incurred in connection with any courses, workshops, seminars, conferences, or in-service training sessions which an Administrator is requested by the administration to attend.
3. The Board will pay the cost of memberships for Administrators in national and state administrators' associations and the Bergen County Elementary and Middle School Educators' Association. Prior approval of the Superintendent is required for an Administrators' initial membership, exclusive of annual renewals, in any of the aforementioned professional organizations.

**ARTICLE XIII**  
**MISCELLANEOUS PROVISIONS**

**A. LEGAL COUNSEL**

The Board of Education agrees that whenever any civil action has been or shall be brought against any administrator for any act or omission arising out of and in the course of the performance of the duties of such administrator, the Board shall indemnify the costs of defending such action, including reasonable counsel fees and expenses together with costs of appeal, if any, and shall save harmless and protect such person from any financial loss resulting therefrom in accordance with present law or subsequent amendments of such law.

The Board will maintain appropriate insurance to cover all such damages, losses or expenses and said insurance company will provide legal counsel for said administrators. In the event that the Board takes the position that the administrators action complained of was outside the scope of his authority or beyond the course of the performance of his duties, the administrator will provide his own defense, but in the event it is legally determined that his actions were within the scope of his authority, he shall be reimbursed for the costs of his defense.

**B. COMPLAINT PROCEDURE**

Complaints regarding an administrator made to any member of the administration or Board by any parent, student, teacher or other person which may influence evaluation of an administrator shall not be placed in his personnel file unless the administrator has had the opportunity to review such material. He shall affix his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents therein. The Administrator shall also have the right to submit a written answer to such material and this answer shall be reviewed by the Superintendent or his designee and be attached to the file copy.

**C. There shall be no discrimination, interference, restraint or coercion by the Board or any of its agents or representatives against any of the Administrators covered under this**

agreement because of any lawful activities by such Administrators on behalf of the Association. The Association, its members and agents shall not discriminate against, interfere with, restrain or coerce any Administrators covered under this agreement who are not members of the Association.

D. CONVENTIONS

Upon recommendation of the Superintendent, the Board of Education may permit Administrators to attend a national and/or state Convention on an annual basis. Annual conference allowance shall be \$2,100 per year, and there will be no carryover of these amounts into a subsequent year. Payment for any convention will not exceed \$2,100 per year per administrator.

E. ADMINISTRATORS' VACATION

Vacation – One month in summer or 2 weeks in summer and 2 weeks during Winter and Spring recess, or 3 weeks summer and 1 week during Spring or Winter recess, for a total of 22 days.

Holidays – School holidays, including Christmas Week not Winter and Spring weeks except as in above.

F. PAYMENT FOR UNUSED VACATION

Administrators may accumulate a maximum of 15 vacation days and, upon retirement, be paid their appropriate per diem salary providing at least six months written notice is given by the Administrator. The per diem salary shall be the rate of pay at the time of retirement.

**ARTICLE XIV**  
**SEPARABILITY**

**A. SEPARABILITY**

If any provision of this Agreement or any application of this Agreement to any Administrator is held invalid by operation of law or by a court or other tribunal or competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

## **ARTICLE XV**

### **PROFESSIONAL DEVELOPMENT LEAVE**

#### **A. ELIGIBILITY**

1. Professional Development Leave may be granted after six (6) years of service in the Franklin Lakes School District with a record of sustained high level performance.

#### **B. DURATION AND PAY**

1. An administrator on leave shall be paid by the Board at one-half (1/2) year's leave.
2. Regular deductions for the State Retirement Fund, as provided for by law, shall be taken from compensation during leave.

#### **C. NUMBER OF STAFF ELIGIBLE**

1. Not more than one administrator on the staff will be granted leave in any one year.

#### **D. GENERAL CONDITIONS**

1. An administrator granted leave agrees not to engage in any full-time employment for remuneration during the period of leave.
2. An administrator on leave may accept fellowships or become engaged in temporary or part time professional employment to supplement their leave pay.
3. As a condition for granting leaves, the administrator shall enter into a contract to continue in the service of the Franklin Lakes Board for a period of at least two (2) years upon completion of leave.



4. An administrator will be required to repay to the Board a sum bearing the same ratio to the amount of salary received while on absence that the unfulfilled portion of the subsequent years service bears to the full year or two (2) years in case of resignation or failure to continue in service for the agreed upon period following leave.
5. An administrator may return to a position within the scope of his/her administrative certification upon return from leave.
6. The time an administrator is away on leave shall be included in determining salary adjustment and experience levels.
7. Official college or university transcripts showing successful completion of courses will be forwarded to the Superintendent showing full time college or university enrollment when leaves are granted for study purposes for the period of the leave.
8. Reports should be planned for submission in consultation with the Superintendent and will be required when leaves are granted for research purposes.

E. FILING APPLICATION

1. Applications for leave shall be filed with the Superintendent on or before December 1 of the year preceding the “leave year”.
2. The application shall state the purpose of the leave.
3. The Board shall take action on applications for leave as early as possible, but not later than April 15 prior to the beginning date of the leave and in passing on applications for leave will apply the following criteria:

- a. Years of service in Franklin Lakes Public Schools prior to the date of the leave.
- b. The type of leave requested.
- c. The educational value of the leave to the Franklin Lakes Schools.
- d. The relationship of such leave to the professional growth of the applicant.
- e. If more than one application is received, the Board in its sole discretion, shall determine which of the applicants shall be granted leave.
- f. Each application will be judged on its merits. If only one application is submitted, it will not automatically qualify. The Board reserves the right to reject any or all applications if it is not satisfied that even one of them sufficiently satisfies the criteria for acceptance.

**ARTICLE XVI**

**DURATION OF AGREEMENT**

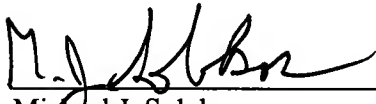
**A. DURATION PERIOD**

This agreement shall be effective as of July 1, 2013 and shall continue in effect through June 30, 2016 subject to the Association's right to negotiate over a successor Agreement as provided in Article II. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated unless it is extended in writing.

**B. Status of Agreement:**

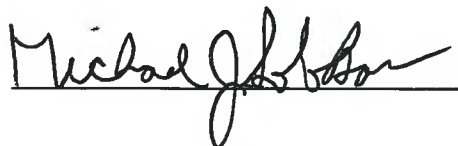
**IN WITNESS WHEREOF** the parties hereto have caused this Agreement to be signed by their respective presidents, and attested by their respective secretaries on the day and the first above written.

WITNESS:

  
\_\_\_\_\_  
Michael J. Solokas  
Business Administrator/Board  
Secretary

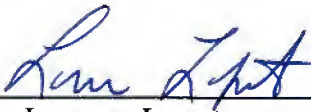
Dated: 7/23/13

WITNESS:

  
\_\_\_\_\_  
Michael J. Solokas  
Business Administrator/Board  
Secretary

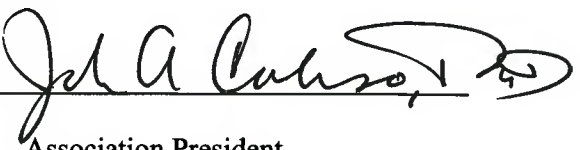
Dated: 7/23/13

FRANKLIN LAKES BOARD OF  
EDUCATION

BY:   
\_\_\_\_\_  
Laurence Loprete  
Board President

Dated: 6/23/13

FRANKLIN LAKES ADMINISTRATORS  
ASSOCIATION

BY:   
\_\_\_\_\_  
John A. Cuharo  
Association President

Dated: 7/23/13